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## Extended Visions, March/April 2006

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ARDC Director's Comments

**Recognizing Outstanding Efforts**

by Daniel J Duncan, ARDC Director & IANR Ag Research Division Assistant Dean and Director

January was a month in which we recognized outstanding employee efforts at the ARDC. We have several employees over the years that have been recognized for outstanding contributions to the Agricultural Research and Development Center, the Institute of Agriculture and Natural Resources, the University of Nebraska and national organizations. I want to say congratulations to all of the past recipients of these awards as we celebrate the newest award recipients.

Marnita (Marnie) Cihal, Clerical Assistant II, received the IANR Outstanding Office/Service Employee Award for January. The recipient of this award is nominated by a peer or supervisor. The nominator and others write letters of support for the nomination. An IANR-wide committee screens the applicants and designates a winner. Award recipients compete with all Office/Service personnel within IANR for this award. We are very pleased that Marnie was our most recent recipient of this honor. Congratulations Marnie!

Every year the employees at the ARDC nominate people for the ARDC Employee of the Year Award.

Nominated employee applications are reviewed by the ARDC Social/Benefits Committee and finalists are chosen. ARDC-based employees are then eligible to vote for one of the finalists. Finalists for this year's award were Ruby Urban, ASSIST Business Center Manager; Fred Proskovec, Ag Research Technician II; Jon Swanson, Carpenter II, and Bryon Chvatal, Ag Research Technician III. Congratulations to the finalists and Ruby Urban, who was selected as the ARDC's 2005 Employee of the Year.

The names of present and past award recipients are displayed in the lobby of the August N. Christenson Research and Education Building. Next time you are in the building, please take the opportunity to peruse the list of employees who have received awards throughout their career with the University of Nebraska-Lincoln. □



Ruby Urban was selected as the 2005 ARDC Employee of the Year. She is shown receiving her award from Dan Duncan.



Marnie Cihal was presented with the January 2006 IANR Outstanding Employee of the Month certificate by Dan Duncan.

Agriculture and Natural Resources (IANR).

This is a very high honor as recipients are selected from the statewide pool of University employees. Letters of nomination were submitted in support of the candidate's qualifications by staff and faculty that work closely with the candidate.

Comments taken directly from nomination letters state that she is the champion of multi-tasking who is always willing to take on a new project. Another says, "She always keeps what is best for the university, our programs, and our clientele in mind."

Cihal and her husband, Dan, live near Valparaiso. They have three children. □

**Employees Receive ARDC and IANR Awards**

Ruby Urban has been selected as the recipient of the 2005 ARDC Employee of the Year Award. Sponsored by the ARDC/UNL Extension in Saunders County Social Committee, fellow employees nominate candidates and supervisors, employees and the social committee then submit scoring forms. The award was presented at a recent staff event.

Urban is the Administrative Team Manager of the ASSIST Business Center, which provides business services for not only the ARDC, but also fifteen other departments within the Institute of Agriculture and Natural Resources. Also nominated were Bryon Chvatal, Fred Proskovec, and Jon Swanson.

Nominations for Urban state that she is an excellent role model through her work at the ARDC and her community activities. Also noted is that she has an excellent understanding of what and how things need to be accomplished in her area as well as a good understanding of what needs to happen in other areas.

Urban and her husband, Ray Jr., live near Malmo.

In addition to receiving a plaque, Urban was also honored with prizes solicited and organized by the ARDC/UNL Extension in Saunders County Social Committee. This includes: 2 (one-day) passes to the Champions Club; four 18-hole rounds of golf with carts at the Hilltop Country Club at Wahoo; \$20 Gift Certificate to the Barn Door Restaurant of Ceresco; and recognition on a plaque to be displayed indefinitely at the ARDC August N. Christenson Research and Education Building.

Marnie Cihal, a clerical assistant at the ARDC received the Outstanding Employee Award for office/service staff for January 2006. This award is presented by the University of Nebraska's Institute of



Also nominated for the ARDC award were Fred Proskovec, Jon Swanson, and Bryon Chvatal.



This month we feature *Facilities Operations* at the ARDC. Learn more inside!

Also in this issue...  
Don't forget to read over our many educational opportunities on Pg. 4!





**ARDC Feature Unit**  
**FACILITIES OPERATIONS**

**Maintaining the ARDC Infrastructure**

Facilities Operations at the ARDC supplies support for all of the units at the ARDC. This involves maintaining facilities

used by all departments and helping department maintain or modifying their facilities.

Facilities that all departments use include the roads and the central water system at the ARDC.



The ARDC Water System was installed in 1942 when the Nebraska Ordinance Plant was constructed. One of Facilities Operations' main duties is to maintain this system. This system is maintained to Nebraska Department of Health municipal water system standards. Sometimes the task of maintaining this system seems daunting. The Facilities Crew with the assistance of the Task For Building Renewal is able to maintain the water system and meet all drinking water standards.



While Facilities Operations often does construction projects, they also are responsible for a variety of demolition projects. Here the crew removes a concrete pad that is no longer needed.

Most of these facilities were installed when the Nebraska Ordinance Plant was constructed. There are approximately twenty six miles of "public" roads and over twenty five miles of watermains and two water towers serving the water system. Units or departments at the ARDC also have their own roads and water systems and Facilities helps them maintain their systems.

The main facilities that other departments own are buildings. There are over 180 buildings at the ARDC. The Facilities Staff works with all departments to help them maintain or modify their buildings.

The Facilities staff is composed of a Facilities manager, a trades Supervisor, two carpenters, two electricians, a landscape maintenance person, a plumber, and a heavy equipment operator.

Dwight Hanson is the Facilities Manager and is responsible for the overall operation of the Facilities Operations. In addition to making sure that the Facilities staff has the equip-

FEATURE UNIT - FACILITIES OPERATIONS - Cont. on P. 3

**About the People**

With all of the roads, buildings, water and electrical systems, landscaping and other areas to maintain at the research center, some might compare the ARDC infrastructure to that of a small town. The Facilities Operations crew is made up of a multi-talented group of employees who perform these varied tasks. Learn more about them here...

\* Rich Anderson and his wife, Shelley, have three children. They reside near Colon. Rich has been a past IANR outstanding Employee Award recipient. He and his family enjoy the outdoors, animals, hunting, and fishing.

\* Kirk Bartek lives in Weston and he has four children. Kirk earned his State Of Nebraska Electrical Contractors License in 1997. Kirk recently served on the ARDC Safety Committee for the last three years. He enjoys fishing, golfing, spending time with his kids, and working on older cars.

\* Ed Booth and his wife Donna live on a farm north of Malmo with their daughter. Ed has been with the ARDC for over 30 years.

\* Dwight Hanson and his wife, Mary, live in Ithaca. He received his Bachelors degree in Civil Engineering and his Masters degree in Agricultural and Biological Systems Engineering from UNL. He is a member of Chi Epsilon and was Past President of the Association of Conservation Engineers. He enjoys woodworking, riding and driving horses, and fishing.

\* Jon Kern and his wife, Cathy, live in Fremont. John possesses a master plumber license, grade 4 water operator's license and grade 6 backflow license.

\* Brian Lessmann received his arborist license in August 2002. He enjoys playing golf and fishing.

\* Jerome Masek, and his wife, Carisa, live in Ceresco. They have two children. Jerome has a bachelor's degree in Criminal Justice with a minor in Sociology from the University of Nebraska at Kearney.

\* Doug Rudeen lives in Ceresco with his wife Shawn and

they have two daughters. Before joining the facilities crew he worked at the ARDC Beef Feedlot for 15 years. He has been with the facilities operation since August of 1998.

\* Jon Swanson and his wife Patty live on a farm near Malmo. They have two children. Jon originally worked with the Energy Integrated Farm and moved over to the carpenter shop in 1991. He and his family enjoy sports, outdoor activities, and working with livestock on the farm. □



Facilities Operations staff: (front l-r) Jerome Masek, Richard Anderson, Dwight Hanson, and Ed Booth. (Back) Brian Lessmann, Jon Kern, Kirk Bartek, Doug Rudeen, and Jon Swanson.



Growers appreciated the marketing insight provided by Market to Market analyst, Sue Martin.

**Growers Learn Valuable Information at Programs**

Grain producers took away valuable information from two recent programs sponsored by UNL Extension, the Nebraska Soybean Board and other organizations and businesses.

Nearly 380 producers from 30 Nebraska counties and three states attended the Nebraska Soybean Expo in Wahoo. Sue Martin of the popular ag marketing show, Market to Market, was the featured speaker for a second year.

The Nebraska No-Till Conference attracted 167 producers at the ARDC conference and ###? at the Holdrege program. Jill Clapperton of the Agriculture and Agri-Food Canada Lethbridge Research Centre in Canada was the keynote speaker. She discussed research findings and how producers can make no-till work on their operations. Clapperton is an internationally respected lecturer. □



At the Nebraska No-Till Conference, Jill Clapperton, discussed the benefits of incorporating no-till plans into grain production.

## An Entrepreneurial Approach to Career Development

by Connie Reimers-Hild, Ph.D.

Individuals must be increasingly "entrepreneurial" in order to achieve success. You may be thinking...what exactly does this mean? Well, let me see if I can explain.

Entrepreneurial individuals are innovative, proactive, achievement-oriented people who embrace change. Entrepreneurial individuals also have the ability to recognize and capitalize on new opportunities. Entrepreneurial thinking and behavior helps individuals achieve their goals irrespective of resources, such as time money or technology. The characteristics and behaviors of entrepreneurial individuals are vital to successful organizations and communities, especially in today's knowledge/innovation economy. However, it is also important for women and men to take an entrepreneurial approach to career development in order to achieve professional success.

The first key component of an entrepreneurial approach to career development is investing in human capital. Human capital encompasses an individual's knowledge, skills and abilities. Human capital is also one of the key characteristics of entrepreneurial individuals. Continuous investment in human capital increases earning power, opens the door to professional opportunities and contributes to career advancement.

The second key component of an entrepreneurial approach to career development is investing in social capital. Social capital is the "who you know factor" of career development. Individuals can increase their chances for professional success by developing networks and relationships that connect them to key individuals, assignments and resources within and outside of organizations.

Entrepreneurial career development means that individuals must constantly behave and think entrepreneurially in order to be successful. Individuals can do this by learning how to recognize and pursue opportunities that will benefit them, irrespective of existing resources such as time, money, and personal support. Further, individuals should continuously build their social networks and credentials as well as act as calculated risk takers who have the ability to keep up with and lead change.

Entrepreneurial career development also includes taking a more proactive, creative and strategic approach to success. First, people should establish a vision as well as short- and long-term goals for their careers. Second, they should create a personal plan designed to achieve their goals. Third, individuals should do their best to be innovative and creative when pursuing their career goals. People should find good mentors and build relationships with key individuals both within and outside of their organizations. These relationships (social capital) are extremely important. Ultimately, it is the relationships and networks or the "who you know factor" that ultimately helps individuals obtain the "right kinds" of qualifications, skills and experiences (human capital), which have the potential to increase a person's chances for career success in the 21st Century.

For more information on this article or issues and programming related to leadership, entrepreneurship, change and community development, contact: Dr. Connie Reimers-Hild, UNL Extension Educator in Saunders County, via phone (402-624-8030) or e-mail (creimers2@unl.edu). □



Facilities Operations performs surveying using an RTK (Real Time Kinematics) GPS (Global Positioning System). This system allows Facilities Operations locate infrastructure at the ARDC to within less than one half inch. This system is used to collect GIS (Geographical Information Systems) data for use by other departments.

A good example of their work is the Friends of ARDC board in the main Headquarters lobby. They also maintain the directional signs you see around the ARDC.

Kirk Bartek and Ed Booth are the ARDC electricians. Kirk focus' mainly on the power systems and new installations and Ed maintains and installs control systems. Electricity is a main energy supply at the ARDC powering all of our irrigation wells and facilities. There are control systems for the utilities and research projects at the ARDC.

Jon Kern is the plumber at the ARDC. He not only maintains plumbing in the buildings and livestock water systems, he is responsible for the maintenance for our public water supply system. This system has four wells, two water towers and over twenty five miles of water main ranging from 4" to 12" and most of the system is over sixty years old.

The Heavy Equipment Operator is Jerome Masek. He works will Jon Kern maintaining the water system. Jerome also maintains the road and helps the Farm Operations staff with snow removal.

Besides their normal duties all of the Facilities Operations staff help out each other as is needed to get the job done.

Variety is the one constant for the ARDC Facilities Operations staff. Besides the routine work of maintaining our infrastructure there are many research project that would not be possible or much more difficult if the expertise of Facilities Operations was not available to the Unit Mangers and educators from the Lincoln campus. □



## Calendar of Events

### MARCH

13	Shooting Sports	6-9 pm
14	Nebraska State Dairy Association Meeting	8-4 pm
20	Crop Management Winter Program	
	Crop Scout Training for Pest Managers	
20	4-H Shooting Sports	6-9 pm
23	4-H Public Speaking Contest	5-10 pm

### APRIL

12	Nebraska Federal Women's Council	8-4:30 pm
18	Saunders County Extension Board Meeting	7-10 pm

### MAY

15	Crop Management Diagnostic Clinics	
	Field Scout Training	8-5 pm
31	4-H Council Meeting	6:30-10 pm

### FEATURE UNIT - FACILITIES OPERATIONS - Cont. from P. 2

ment and training needed to efficiently complete their task he works with the Unit Managers to design and coordinate their projects and area improvements.

To keep projects on track and maintain the ARDC assets he works closely with Facilities Management in Lincoln and the Task Force for Building Renewal

Richard Anderson is the Trades Supervisor. He is responsible for the day to day business of Facilities Operations. He works with the Unit Managers to schedule the work needed for their projects. He is also the person they contact when emergencies arise.

Brian Lessmann is the groundskeeper Landscape Assistant at the ARDC. His main responsibility is the grounds upkeep and maintenance and the Christenson Research and Education building. This facility is the face of the ARDC the public sees. His work gives the first impression to ARDC visitors. In addition to landscaping Brian keeps the headquarters building ready for the events at the ARDC.

The Carpenters are Doug Rudeen and Jon Swanson. Their main tasks are maintenance of the buildings at the ARDC. They also do occasional remodeling and other building upgrades. When you see nice displays or other special wooden items they probably built them.



The Facilities Operations crew built the Ken Good Courtyard from donated materials.



Signage plays an important role at the ARDC. Perhaps, you have noticed the redwood signs throughout the center. Facilities Operations constructs and maintains the directional signs at the ARDC.

## UPCOMING UNL EXTENSION PROGRAMS

### Crop Management Programs Continue In March

University of Nebraska-Lincoln Extension's annual Crop Management Winter Programs in March offer in-depth information from university specialists and private industry representatives.

Classes are from 9 a.m.-5 p.m., unless otherwise noted, at locations across the state. Registration begins one-half hour before training. Continuing education credits for the Certified Crop Advisor program are available.

Those who register one week in advance of programs will receive a discount.

Fees include lunch (unless otherwise noted), refreshment breaks and workshop materials. Participants can attend one or both sessions. Program titles, skill level, date, location, discount cost/regular cost and topics include:

– **Spatial Data Management (Prescription Maps)**, March 13, L.W. Chase Hall, UNL East Campus, \$70/\$80. Topics include: major sources of spatial data for site-specific crop management, identifying different approaches in management of spatial variability of growing conditions, combining various data sources in a farm-level GIS package (SMS Advanced), most popular data mining approaches, and how to develop prescription maps for variable rate application of agricultural inputs. This advanced level course is intended for those who have some previous experience with precision agriculture.

– **Managing Corn for High Yield Using Hybrid-Maize Software: Hands-on Workshop**, March 14, Lifelong Learning Center, Norfolk, and March 17, UNL East Campus, Lincoln. Participants can attend for a full day or half day. Morning session is for first-time Hybrid-Maize users. Topics include: high-yield agriculture for increased profit and conservation of natural resources, Hybrid-Maize software simulation model as a tool for improving crop management decisions, hands-on demonstration of Hybrid-Maize as a tool for optimizing planting date and hybrid maturity, and hands-on analysis of rain-fed yield potential and irrigation scheduling.

The afternoon session is for participants who are already familiar with using this software and seek additional training. This session is also appropriate for those who attended the morning session. This hands-on session includes acquisition of climate data and use of the new "Weather-Aide" tool for Hybrid-Maize; real-time crop simulation to monitor crop growth status, yield potential probabilities, and in-season management options; and diagnosis of previous seasons yield constraints and potential future management improvements.

All participants must either already have purchased the Hybrid-Maize software, or they can purchase it at the workshop for approximately \$35 plus tax. Fee for this workshop is \$45 for a half-day session or \$80 for the full day. Lunch is included in the full-day session, but not in the half-day sessions. Maximum of 25 participants at each location. Computer rental available.

– **Crop Genetic Engineering** - Mar. 14-15, UNL East Campus, Lincoln, \$250/\$300. Genetic engineering has been one of the most rapidly integrated and intensively scrutinized technologies applied to crop production in the United States. The impact of transgenic crops on our nation's food system requires producers, agribusiness professionals, educators and current students to have a working knowledge of the genetic engineering process and how these crops are different from their conventional counterparts. This workshop will focus on the steps required to create a biotech crop, as well as methods in testing for the presence of a GMO in seed and food samples. College credit available for this course.

– **Crop Scout Training for Pest Managers**, March 20, UNL ARDC, near Mead, \$70/\$80. Topics include growth staging, recognizing fertilizer deficiencies, major pest identification, understanding insect economic thresholds, handling soybean cyst nematode, and weed and disease identification and management.

For more information or to register, visit the website at <http://ardc.unl.edu/training.htm>, e-mail [gklewen1@unl.edu](mailto:gklewen1@unl.edu), or call (402) 624-8000. □

### Acreage Insights - Rural Living Clinics

University of Nebraska-Lincoln Extension presents a series of programs, entitled *Acreage Insights- Rural Living Clinics*, targeting acreage owners and specifically designed to provide them with the knowledge and skills to better manage their rural living environment.

Pre-registration is \$10 per person per program, and must be received 3 working days before the program. Late registration is \$15 per person. In the event of a cancellation, pre-registered participants will be notified and receive a full refund.



#### Vegetable Gardening - Varieties, Insects & Diseases

- Successful gardens are the result of careful planning, including vegetable variety selection. Learn about varieties suitable for Nebraska gardens and each one's unique attributes. Insect and disease control is also critical to a bountiful vegetable harvest. Learn to identify common pest problems in home vegetable gardens and strategies for controlling them. With a few simple tools, a little land, and watchful care and good management, any-

one can become a home gardener. Dates, times and locations are:

- \* **March 13**, 7-9 p.m., UNL Extension Douglas/Sarpy County, Omaha
- \* **March 16**, 7-9 p.m., UNL Extension Lancaster County, Lincoln
- \* **March 18**, 9-11 a.m., UNL Extension Dodge County, Fremont
- \* **March 28**, 7-9 p.m., UNL Extension Platte County, Columbus

For more information or to view the program brochure visit the Acreage & Small Farm Insights website at <http://acreage.unl.edu>, contact Sarah Browning, (402) 727-2775, [sbrowning2@unl.edu](mailto:sbrowning2@unl.edu)

**Horse Nutrition and Management** will cover basic horse nutrition and efficient feeding management practices. Topics covered will include: nutrient requirements of horses at different ages, activity levels and stages of production, determining body condition and how feeding management can change the body condition, and effectively using different feeds and roughages (such as hay) to meet nutrition requirements. Program dates, times and locations are:

- \* **April 10**, 7-9 p.m., UNL Extension Douglas/Sarpy County, Omaha
- \* **April 13**, 7-9 p.m., UNL Extension Lancaster County, Lincoln
- \* **April 15**, 9-11 a.m., UNL Extension Dodge County, Fremont

The program brochure can be downloaded at the website listed above or contact John Wilson, (402) 374-2929 or [jwilson3@unl.edu](mailto:jwilson3@unl.edu) for information or to register. □



### Get the Latest Landscape and Garden News

Sign up at [hortparadise.unl.edu](http://hortparadise.unl.edu), click on 'HortNews'.

Now you can receive the latest horticulture news via e-mail. HortNews is a monthly email horticulture newsletter brought to you by UNL Extension. It includes informational articles and upcoming horticulture program announcements. □

### Creating a Horticulture Paradise Series Continues

The Creating a Horticulture Paradise programs continue in March. They will be held from 2:30-4:30 p.m. at the Cuming County Courthouse in West Point, (402)372-6006 and repeated from 7-9 p.m. at the Dodge County Extension office in Fremont, (402)727-2775. To register, please call the location where you plan to attend.

**Pollinating Insects In Your Garden** will be held on March 14. A common frustration among gardeners is the lack of good fruit set on tomatoes, melons, and other vegetable garden crops. The answer could be a lack of pollinating insects to stimulate fruit set. This program will review native pollinator insects, how to encourage their abundance and diversity, and how to protect them from pesticides, and an introduction of how to start and care for a honey bee colony.

**Rethinking Shelterbelts** will be held on March 21. Vine wilt disease, insects, old-age and environmental problems have reduced the quality of many shelterbelts in recent years. Identification of best tree species for windbreaks given the current disease and insect problems being experienced in Eastern Nebraska will be discussed and design strategies that can help achieve more disease resistant and longer-lived windbreak plantings. □